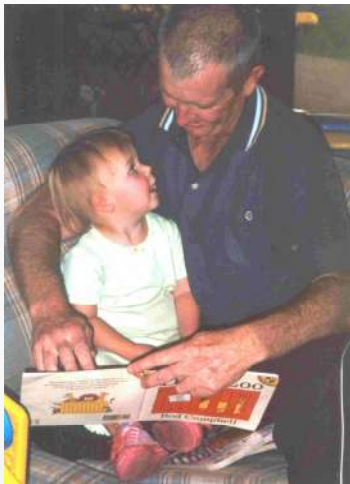


# Common Ground: A place for men in the early years



Craig d'Arcy  
Males in Early Childhood  
Network Group Australia  
*Blokes can do it as well...*

# What is our “common ground”?

Benefits of increased male involvement –

- Contributions to children’s development?
- Increased father involvement?
- Helping to raise the profile of the profession?



# What is our “common ground”?

Challenges for male participation –

- Employers
- Training institutions
- Potential male recruits
- Policy makers



**Has awareness of the  
benefits for children,  
plus awareness of the  
challenges -  
changed anything?**

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# Early Childhood industry in Australia

Childcare Package Policy from July 2017 – changing subsidies and activity tests –

*“The measure of these policies in childcare is about workforce participation. We don't consider childcare subsidy a welfare payment. We consider it an employment participation payment.”*

Scott Morrison – Treasurer of the Commonwealth Government of Australia



# Early Childhood industry in Australia

Recent growth in number of services - 5.7%

Recent growth in number of children in care – 15.3%

Over 1 500 000 children in care per week

Government provides \$7 billion in funding per year

Demand outstrips supply of places – fees up to \$170



# Early Childhood industry in Australia

Staff turnover of 15.7% each year as well as increased mandated qualification levels

**Within the context of increased demand, we face critical early childhood workforce shortages...**

Source – Productivity Commission (2013) – *Issues Paper: Childcare and Early Childhood Learning*



# Hello?





# Facts and figures

Workforce Demographics – Gender % within service type

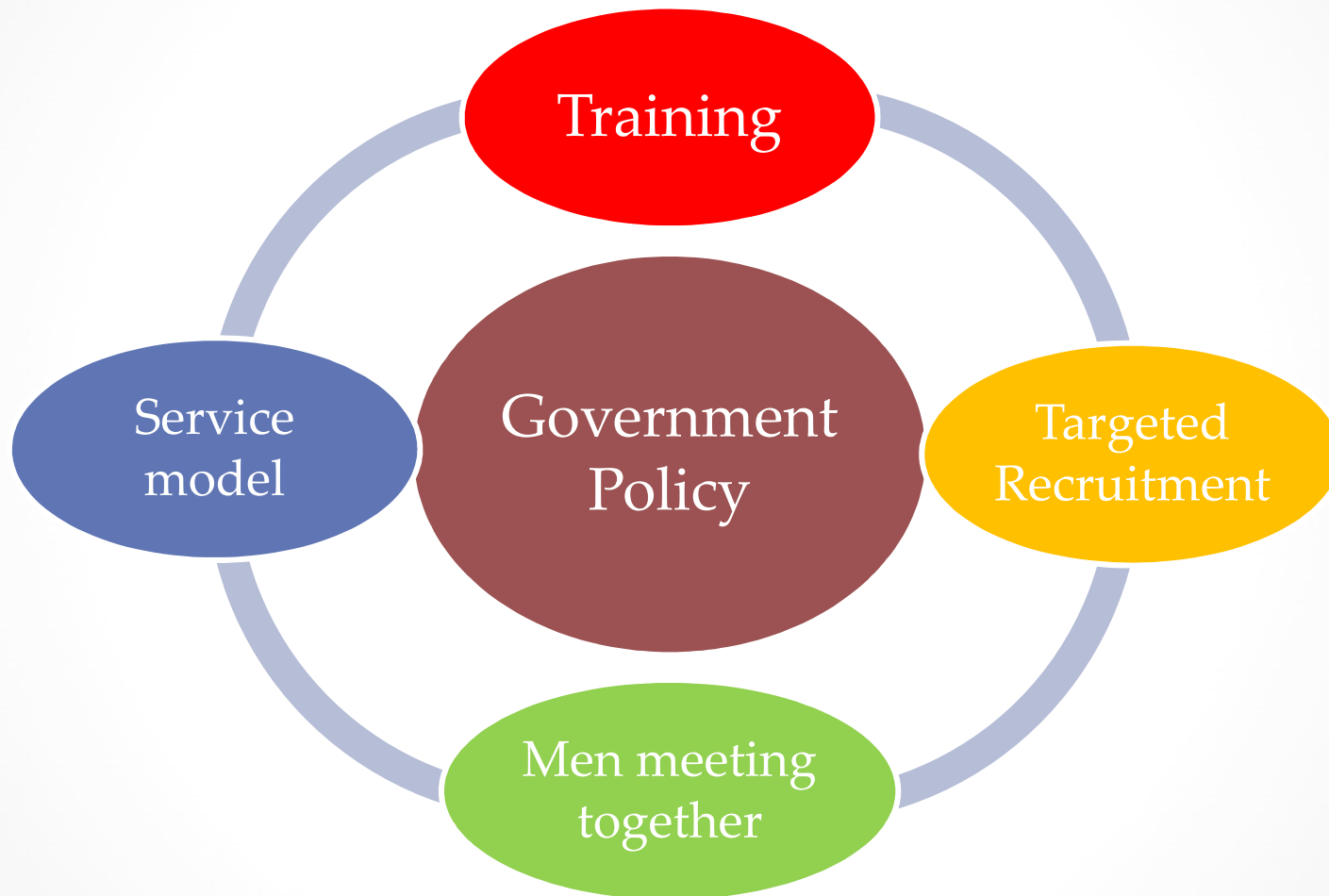
	Preschool	Long Day Care	Family Day Care	In Home Care	Occasional Care	Av. %
Female	97.3	97.3	97.2	97.7	98.5	97.3
Male	2.7	2.7	2.8	2.3	1.5	2.7

# Facts and figures

- Workforce Demographics – Number within service type

	Preschool	Long Day Care	Family Day Care	In Home Care	Occasional Care	TOTAL
Female	26854	75548	14051	1806	871	119130
Male	725	2039	393	42	13	3212

National ECEC Workforce Census 2013 – Department of Education



# Government Policy

National Early Childhood Development Strategy,  
Investing in the Early Years – by 2020, all children will  
have the best start in life to create a better future for  
themselves and for the nation.

One example of its goals being:

- ***The profile of the early childhood workforce reflects the community.***



# Government Policy

The Early Years Workforce Strategy 2012 – 2016 is another policy that states as one of its goals:

- ***The early childhood sector attracts and retains a diverse workforce***

# Targeted Training

**STEVENSON**  
*College*  
EDINBURGH

**JEWEL & ESK VALLEY**  
For Edinburgh & Lothian College

**EDINBURGH'S**  
TELFORD COLLEGE

## Men in Childcare

**WANT TO KNOW MORE ABOUT CHILDCARE ?  
POSSIBLY LOOKING FOR A CAREER CHANGE ?**

Applications are now being taken on behalf of a partnership of Edinburgh & Midlothian colleges, together with City of Edinburgh Council Social Work Department, offering free of charge, one evening per week, a course of study from Sept 2001 leading to **National Certificated Modules in Childcare**

**INTERESTED ?**

For further information contact:  
**Colin Chisholm - 0131 315 2370**  
A project funded by the childcare partnership.



# MEN IN CHILDCARE

**DO YOU WANT TO  
BREAK THE MOULD ?**

**DO YOU WANT TO  
DO SOMETHING  
DIFFERENT ?**

**DO YOU WANT TO  
DO SOMETHING  
REWARDING AND  
FULFILLING ?**



**MiC**  
MEN IN CHILDCARE

## WE WANT YOU !

If you are male and interested in a certificated course leading to a career in childcare, **MiC** offer general career support and training

**FOR MORE INFORMATION CONTACT :**  
Colin Chisholm - Project Coordinator, MiC - Moving On, 16 Pennywell Gardens, Edinburgh, EH4 4NX. Tel. 0131 315 2370  
Kenny Spence - Project Manager, MiC - Gibraltar Children's Centre, 65 Gibraltar Doyal Street, Edinburgh, EH17 6PL. Tel. 0131 664 1292  
Email: [mic@meninchildcare.co.uk](mailto:mic@meninchildcare.co.uk) Website: [www.meninchildcare.co.uk](http://www.meninchildcare.co.uk)

# Targeted Training

Children value **MEN** in childcare



Connect with kids & make a real difference

Want to know more about a career in childcare? Contact:



# Targeted Recruitment

I have found with the fathers coming in, some are spending the whole day with us now. At first, the dads were questioning about having men in the preschool but now at the end of the day have said 'I can see the benefits of having these guys here on your staff'. The dads say they can actually notice a difference and their children talk about the male workers at home too - **their enthusiasm for the males is overwhelming.**

Janelle (Director, Kurri Preschool)



# Targeted Recruitment

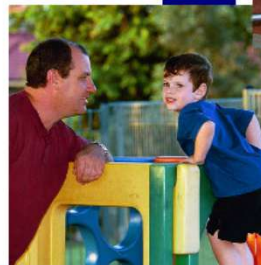
Mature age **Men** working in

## Childcare



"I was looking to do something different after I had my own kids. It was a big step but I haven't looked back. This job is challenging and fun and there are plenty of work opportunities". **John**, casual teacher

"I used to be a bricklayer - now I work with young children. I've become like an uncle figure to the kids. Now I know that I'm the right man for the job"  
**Mick**, trainee worker



Looking for a career change?  
Contact:



# Service Model



# Men meeting together

## Males in Early Childhood Network Group

- To introduce male identity
- To encourage other males
- To provide mentoring support
- To network skills and knowledge
- To provide training
- To eliminate isolation



# The Future?

The Australian Government recognises the **importance of a diverse workforce** and accepts that many males in the sector contend with a number of challenges on a daily basis. Men play a critical role in ECEC and it is essential to increase the proportion of males in the sector in order to continually deliver high quality early childhood services, achieve the best outcomes and provide valuable role models for children. The challenge to successfully attract, recruit, retain and provide support to males in early childhood settings is ongoing. **Increasing awareness of the sector as an attractive career option for men is important for the current and future ECEC workforce.**

Suzanne Northcott, Branch Manager  
Early Childhood Workforce Branch  
Early Childhood Initiatives Group



# Websites

Males in Early Childhood Network Australia

Blokes can do it as well...

[malesinearlychildhoodnetwork.wordpress.com](http://malesinearlychildhoodnetwork.wordpress.com)

[worldforumfoundation.org/working-groups/men](http://worldforumfoundation.org/working-groups/men)



Promoting the importance  
of gender balance in the early  
childhood education workforce.